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FEB 04 1997

DEPT. OF PUBLIC HEALTH
LEGAL OFFICESTATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
BUREAU OF REGULATORY SERVICES

IN RE: Salme E. Kushkowski, R.N.

Petition No.: 930125-010-008

CONSENT ORDER

WHEREAS, Salme E. Kushkowski (hereinafter "respondent") of Haddam, Connecticut has been issued license number R24953 to practice as a registered nurse by the Department of Public Health (hereinafter "the Department") pursuant to Chapter 378 of the General Statutes of Connecticut, as amended.

WHEREAS, the Department makes the allegations set forth in the Second Amended Statement of Charges in Petition No. 930125-10-008, dated January 1, 1996 (a true and complete copy of which is attached hereto marked as Attachment "A"), and incorporated herein by reference as if set forth in full.

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the allegations at a hearing in front of the Board of Examiners for Nursing (hereinafter "the Board"). Respondent does not admit to having violated any statute or regulation, including but not limited to §20-99(b)(2) of the General Statutes of Connecticut. Respondent further agrees that this Consent Order shall have the same effect as if ordered after a full hearing pursuant to §§19a-9, 19a-10, and 20-99(b) of the General Statutes of Connecticut.

WHEREAS, the parties desire to resolve and settle the disputed claims and allegations of the Department and agree to this Consent Order with the understanding that neither party concedes the merits of the other party's claims, allegations, or defenses.

NOW THEREFORE, pursuant to §19a-17 and §20-99(a) of the General Statutes of Connecticut, respondent hereby stipulates and agrees to the following:

1. That respondent waives her right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to her profession.
3. Respondent's license number R24953 to practice as a registered nurse in the State of Connecticut is hereby placed on probation for two (2) years, subject to the following terms and conditions:
 - A. Respondent shall pay a civil penalty in the amount of \$3,000.00 by certified or cashier check payable to "Treasurer, State of Connecticut." Said civil penalty shall be paid in two installments of one thousand five hundred (\$1,500.00) dollars, with the first installment to be paid on or before the first anniversary date of probation, and the second installment to be paid on or before the completion of the second year of probation. The checks shall reference the Petition Number on the face of the checks.
 - B. Respondent shall provide a copy of this Consent Order and Attachment A to any and all employers if employed as a nurse during the probationary period. The Board shall be notified in writing by her employer(s), within fifteen (15) days of the date respondent begins employment.

- C. Should respondent change employment as a nurse during the probationary period, she shall provide a copy of this Consent Order and Attachment A to her employer. Each such employer during the period of probation shall notify the Board in writing, within fifteen (15) days of commencement of employment, as to receipt of a copy of the Consent Order and Attachment A.
- D. Respondent shall notify the Board and the Department of any change in her home or business address within fifteen (15) days of such change.
4. That respondent shall be permanently restricted from seeking employment and/or work in a position as a director or assistant director of nursing.
5. All correspondence shall be addressed to:
- Department of Public Health
Board of Examiners for Nursing
Legal Office - Monitoring & Compliance
410 Capitol Avenue, MS # 12LEG
P.O. Box 340308
Hartford, CT 06134-0308
6. That any violation of the terms of this Consent Order without prior written approval by the Board shall constitute grounds for the Department to seek revocation of the respondent's nursing license following notice and an opportunity to be heard.
7. That any extension of time or grace period for reporting granted by the Board shall not be a waiver or preclude the Board's right to take action at a later time. The Board shall not be required to grant future extensions of time or grace periods.
8. That legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Licensure and Registration Section of the Division of Health Systems Regulation of the Department.

9. That this Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
10. That respondent understands this Consent Order is a matter of public record.
11. That the Department's allegations as contained in this Consent Order shall be deemed true in any subsequent proceeding before the Board in which (1) her compliance with this same order is at issue, or (2) her compliance with §20-99(b) of the General Statutes of Connecticut, as amended, is at issue.
12. That, in the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of her license before the Board.
13. That this Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Further, this Consent Order is not subject to appeal or review under the provisions of Chapters 54 and 368a of the General Statutes of Connecticut, provided that this stipulation shall not deprive respondent of any other rights that she may have under the laws of the State of Connecticut or of the United States.
14. That respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent understand that the Board has complete and final discretion as to whether an executed Consent Order is approved or accepted.
15. That respondent has had the opportunity to consult with an attorney prior to signing this document.

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*

I, Salme E. Kushkowski, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.

Salme E. Kushkowski
Salme E. Kushkowski, R.N.

Subscribed and sworn to before me this 4th day of FEB. 1997.

[Signature]
Notary Public or person authorized
by law to administer an oath or
affirmation (*Commissioner of the Superior Court*)

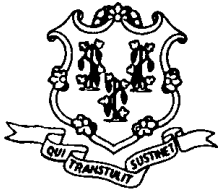
The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 4th day of February 1997, it is hereby accepted.

Cynthia Denne
Cynthia Denne, Director
Division of Health Systems Regulation

The above Consent Order having been presented to the duly appointed agent of the Connecticut Board of Examiners for Nursing on the 5th day of February 1997, it is hereby ordered and accepted.

By:

Nancy L. Beford
Connecticut Board of Examiners for Nursing



STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH

March 1, 1999

Salme E. Kushkowski, R.N.
27 Crabapple Corner
Haddam, Connecticut 06438

Re: Consent Order
Petition No. 930125-010-008
License No. R24953
D.O.B. [REDACTED]

Dear Ms. Kushkowski:

Please accept this letter as notice that you have completed the terms of your license probation, effective the date of this letter.

Notice will be sent to the Department's Licensure and Registration section to remove all restrictions from your license related to the above-referenced Consent Order.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Bonnie Pinkerton".

Bonnie Pinkerton, RNC
Division of Health Systems Regulation

cc: D. Tomassone
J. Wojick



Phone: (860) 509-7400
Telephone Device for the Deaf (860) 509-7191
410 Capitol Avenue - MS # 12HSR
P.O. Box 340308 Hartford, CT 06134
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